

[Introduce yourself: name, role on TEC, one or two sentences about your professional or personal experience]

As many of you already know, 2020 was the deadliest year on record for transgender people, with the majority of those lost being Black trans women. We have seen anti-trans legislation proposed, and often passed, on state and federal levels. The statistics around trans people's experiences of homelessness, healthcare access, mental health, and unemployment, where statistics even exist, remain consistently horrific. We are resilient, of course. There is so much more to the trans experience than violent legislation and painful statistics. We come to you today as Transgender Equity Council co-chairs, urging you to take action on our recommendations so that we can slowly move towards a world where our story of transness is solely about our power, and not about the violence we experience.

Our recommendations fall into a few main categories, selected and prioritized by TEC members and based on feedback from community engagement processes. Many of these recommendations build on those that the TEC co-chairs presented to City Council in 2018 and 2019, and we have added more detail in the hopes that you are able to take action on them this time. Our recommendations encompass housing, safety and healing, training, restrooms, and the general role of City appointed boards.

We begin with housing, as we know that many trans and GNC community members have been dealing with unsafe housing and homelessness since long before the pandemic, and that has only worsened living conditions. With regards to housing, we recommend the following:

- The City Council put forward a charter amendment to allow rent stabilization in the future
- The City Council finish the housing code component of the Maximum Occupancy Ordinance to ensure that the number of people allowed to live in a unit is not dependent on definitions of legal "family"
- The City Council pass both "just cause" and "pay to quit" as eviction prevention strategies
- The City Council, as recommended initially by the Minneapolis Advisory Committee on Housing, expand shelter opportunities and housing solutions, including adopting the Tenant Opportunity to Purchase and Single Room Occupancy ordinances. The Single Room Occupancy ordinance should include language strongly encouraging the availability of at least one gender-neutral restroom per floor, and if not, ensuring that all people may use the restroom they feel most comfortable in, regardless of their sex assigned at birth.
- The City Council, as recommended initially by the Minneapolis Advisory Committee on Housing, prioritize creating and preserving deeply affordable housing
- The City Council take legislative action to require that program managers for relevant contracts in CPED, Health, and other relevant departments incorporate trans equity requirements in their future Requests for Proposals. Program managers should report back to Council by the end of 2022 with updates on the project's progress.
- The City Council instruct Regulatory Services staff incorporate anti-discrimination content into their trainings for landlords
- The City Council take action to improve quality of rental properties, as we know that trans and gender non-conforming residents are disproportionately likely to be low-income and forced into poorly maintained and unsafe rental properties

Commented [TK1]: Add language about trans-specific housing

The second category of our recommendations are around safety and healing. We know that safety is a multifaceted concept and deeply connected to housing and so many other resources, addressed in other categories of our recommendations. Nonetheless, with regards to safety and healing, we recommend the following:

- That once it is brought forward, the City Council support the community-developed charter amendment removing MPD from its charter department status. We support a community-developed charter amendment over a Council-developed charter amendment.
- The City Council provide additional funding for programming for legal, mental health, and employment resources that center BIPOC trans/GNC folks, especially those who are currently or formerly incarcerated. We see this funding as something that could come from the Health Department amongst other places, and that could be obtaining by taking funding away from MPD. We also echo the ask from the Racial Equity Community Advisory Committee that the City Council continue funding to the Division of Race and Equity, as we know their work has significant impact in these realms
- The City Council instruct the City Attorney's Office to look into the possibility of safe use sites in Minneapolis. This is direct feedback from a community listening session on the trans equity work
- With regards to the LGBTQ panic defense, we have heard interest in trying to ban it on a City level while we wait for legislation from the state. After consultation with the City Attorney's Office, we know that the most we could do on a City level is make it a misdemeanor-level crime. We advise the City Council and relevant departments to engage community members on the value of pursuing legislation at this level. If we hear community interest, we advise the City Council to work with the City Attorney's Office, the TEC, and other relevant departments to draft and pass this legislation, and to partner with neighboring cities to ensure similar legislation is passed there as well
- The City Council support the Division of Race and Equity with sufficient funding and staff capacity to contract with community members to develop a public appreciation/action campaign around trans identity and safety. Relatedly, as a smaller and budget-neutral ask, we recommend that the City Council instruct Communications to incorporate images of trans and GNC people into the internal City communications photo collection and into City communications more generally
- Similar to our comment above about new homelessness outreach teams, the City Council ensure the new mental health provider teams responding to 911 mental health crisis calls receive cultural competency training, including trans/GNC competency. The City Council should also instruct 911 and HR to conduct a hiring process that prioritizes relationships and experience with impacted communities as a key characteristic in job candidates
- Looking long-term, the City Council should reallocate more of MPD's budget to support these pilot programs in 2022, therefore helping ensure faster response times for mental health crisis calls
- The City Council take the recommendations in Shunu Shrestha's Blueprint to Prevent Human Trafficking Intermediate Goal 3.1, specifically:
 - Creating a system to route non-life-threatening calls to a resource other than 911, and developing educational materials to advertise this new alternative to 911

Commented [TK2]: Depending on the outcome of the meeting with OVP, could maybe add something about expanding their work here

Commented [TK3]: Update this to reflect CVP's conversation with City Attorney Rowader and to add more language about adding this to our state legislative agenda

- Decriminalizing sex work, cannabis/addiction, homelessness, poverty, and mental illness
- The City Council should work with Shunu and relevant stakeholders to flesh out the details of this work.

With regards to training, we recommend the following:

- The City Council support initiatives, and propose legislation, to formalize trans equity training and inclusion requirements in relevant grants. Currently, the Trans Issues Work Group and TEC are working on integrating this into contracts with interpreters and translators, shelters, street outreach providers, and other relevant social service providers. City Council should direct relevant staff in NCR, CPED, and the Health Department to put capacity towards this work, and this requirement should be expanded to include opportunities for neighborhood groups, as recommended during a listening session, and all other relevant contracts
- The City Council ensure that the new homelessness outreach staff in the Health Department and new mental health crisis response staff receive sufficient cultural competency training, including training in trans/GNC competency and trauma-informed practices, as part of their orientation. Until the City has a Gender Inclusivity 101 training to offer again, supervisors for these new staff should be responsible for connecting them to resources and can lean on the TEC for support as needed, as this training should be developed with community feedback
- The Gender Inclusivity “101” training should have increased advertisement and/or be required for all city staff to help create a more inclusive environment. Currently the training is not required but the support of council could help push it to be required for all
- A Gender Inclusivity “201” training should be added to the required training that would be taken after the “101” class that would dive deeper into making a more transgender friendly working place and how to be a better ally
- The City Council instruct HR to distribute the survey on trans equity in the workplace that was finalized in February 2020. The data from this survey would inform workgroups that could address inequities within our workplace environment. The survey could allow us to make changes to every office depending on what the survey says

As with the past few years, we present recommendations on restrooms, not because we want trans equity work to be relegated to conversations about bathrooms, but because safety, health, and access depend on people being safe to meet their basic needs in all spaces. With regards to restrooms, we recommend the following:

- The City Council instruct Property Services to continue ADA and all-gender restroom renovations to City facilities. The City Council also instruct relevant staff to continue proposed renovations on Water Treatment facilities and other City facilities not managed in Property Services.
- The City Council encourage equitable bathroom access in non-City buildings by directing Civil Rights staff to promote “Know Your Rights”-type materials on the topic
- The City Council encourage Community Planning and Economic Development staff to recommend all-gender bathroom construction when meeting with business owners and architects requesting permits from the City. The one-pager that CPED staff can use to do this is attached to the RCA for this presentation
- The City Council instruct CPED staff to determine which other licensing or permitting meetings should involve a conversation about gender-neutral bathrooms as well. CPED staff can consult

the TEC in this process, and should report their conclusions and next steps to both Council and the TEC by May 2021

Finally, with regard to the role of appointed boards in the City of Minneapolis, we recommend that:

- City departments should continue to use the TEC and other ABC's as a resource and consult us on policy and engagement work
- The City Council direct the Clerk's Office to develop a directory, listserv, or other infrastructure, obviously in compliance with Open Meeting Law, that would support members of different ABC's in collaborating with each other and more easily sharing feedback. None of our work exists in a vacuum, and all of our work would benefit from collaboration.

These recommendations, this PowerPoint, and the supporting documents are all attached to the RCA for this presentation. Trans and gender non-conforming residents are facing a state of crisis with regards to safety, physical and mental health, economic security, and housing. This work is essential, and we implore you to take up these recommendations and move them forward through staff directives and legislation, and to consult us as needed for support. We will now stand for any questions.